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ABSTRACT

The Illinois Community College Board (ICCB) gathers data about employee compensation in its 48 public community colleges each year. This report reflects the census of October 1, 2000, and contains data on faculty salaries, administrative salaries, classified salaries, and other nonteaching professional staff salaries. Highlights include: (1) the weighted average total salary actually paid to faculty was $62,281, administrators was $61,635, other nonteaching professionals was $39,494, and classified staff was $26,108; (2) the average academic year salary schedule salaries paid to full-time faculty with a master's degree and five years experience was $42,526, and with a doctorate and maximum experience was $69,626; (3) average salary rates for part-time faculty was $440 per credit hour, for full-time faculty (overload rate) was $577 per credit hour, and for full-time faculty summer rate was $685 per credit hour; (4) contractual (base) salaries paid to full-time personnel was $52,541 for faculty, $64,155 for administrators, and $53,296 for nonteaching professionals; and (5) the average cost of fringe benefits for full-time employees was $7,095 for full-time faculty, $7,240 for administrators, $6,915 for nonteaching professionals, and $6,382 for classified staff. (Includes 25 tables.) (EMH)

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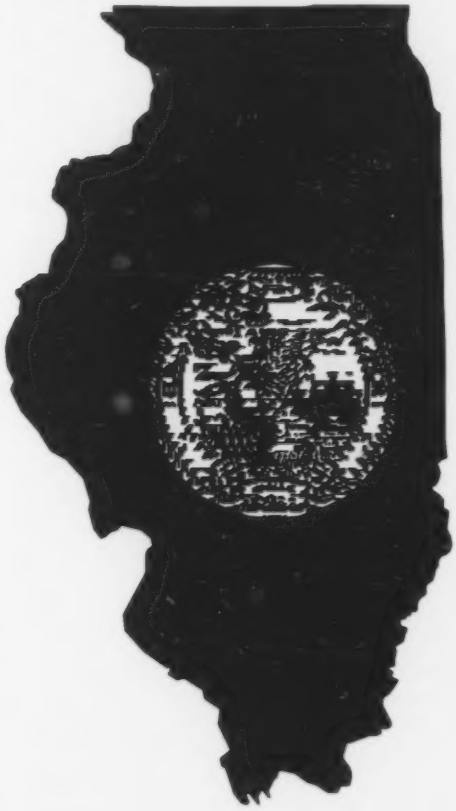
Fiscal Year 2001 Salary Report

for the

Illinois Public Community Colleges



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HIGHLIGHTS OF THE FISCAL YEAR 2001 SALARY REPORT

1. Fiscal Year 2000 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 1999 and June 30, 2000. *(Tables 23 and 24)*

Faculty (9 and 12 month)	$62,281
Administrative (12 month)	$61,635
Other (Nonteaching) Professional (9 and 12 month)	$39,494
Classified	$26,108

2. Fiscal Year 2000 Average Cost of Fringe Benefits for Full-Time Employees. *(Table 20)*

Full-Time Faculty (9 month)	$ 7,095
Administrative (12 month)	$ 7,240
Other (Nonteaching) Professional (9 month)	$ 6,915
Classified (12 month)	$ 6,382

3. Fiscal Year 2001 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel. *(Tables 2, 11, and 14)*

Faculty (9 month)	$54,541
Administrative (12 month)	$64,155
Other (Nonteaching) Professional (9 month)	$53,296

4. Fiscal Year 2001 Average Salary Rates. *(Table 5)*

Part-Time Faculty Rate	$440/credit hour
Full-Time Faculty Overload Rate	$577/credit hour
Full-Time Faculty Summer Rate	$685/credit hour

5. Fiscal Year 2001 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's or Doctorate Degree. *(Table 7)*

Master's Degree, Plus Zero Hours (No Experience)	$31,118
Master's Degree, Plus Zero Hours (5 Years Experience)	$35,458
Master's Degree, Maximum Hours (5 Years Experience)	$42,526
Doctorate Degree, Maximum Hours (Maximum Experience)	$69,626

FISCAL YEAR 2001 SALARY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

Data about compensation received by employees in Illinois' 48 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 2001 Salary Report* reflect the census date of October 1, 2000. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

Data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data:

I Headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population.
II Headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population.
III Headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population.
IV Located downstate and in urbanized areas.
V Headcount enrollment less than 10,000, located in the Chicago metropolitan area.
VI City Colleges of Chicago.
VII Headcount enrollment greater than 10,000, located in the Chicago metropolitan area.

Peer groups are separated by solid lines in the tables. As you move from top to bottom down the table, the groupings generally correspond to districts with higher enrollments in more urbanized environments. Within each peer group, the colleges are listed in alphabetical order.

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 2000 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Note that one Illinois public community college changed its name during fiscal year 2000. Southwestern Illinois College was formerly known as Belleville Area College. Individuals interested in making comparisons with prior editions of this report should be aware of this change.

EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

Fiscal Year 2001 Contractual Base Salaries for Full-time Faculty at Illinois Public Community Colleges

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 2001. Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

Summary of Fiscal Year 2001 (9-month) Contractual Base Salaries for Full-time Faculty at Illinois Public Community Colleges

	District Range		State
	Low	High	Average
Low Faculty Salaries	$20,000	$37,050	$29,856
Average Faculty Salaries	$36,074	$73,150	$54,541*
High Faculty Salaries	$48,341	$101,975	$71,827
Median Faculty Salaries	$35,315	$78,826	$50,110

*Weighted

Illinois Community College Board

Table 2

FISCAL YEAR 2001 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES: LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	65	$25,800	$33,450	$39,570	$51,620	$64,730	$42,371
SHAWNEE	39	32,672	37,934	41,168	48,540	62,024	43,293
SOUTHEASTERN	58	27,100	36,230	39,618	48,425	61,433	42,422
SPOON RIVER	36	28,534	34,885	41,272	47,067	56,665	41,429
WOOD	44	28,940	32,636	35,315	38,766	48,341	36,074
DANVILLE	49	30,063	34,076	38,400	44,301	55,688	39,739
HIGHLAND	46	34,591	50,002	51,870	61,744	68,515	53,628
KASKASKIA	53	30,072	37,569	45,063	50,693	58,908	44,805
KISHWAUKEE	72	20,000	32,860	38,103	50,196	71,397	42,019
REND LAKE	57	25,000	41,580	45,352	52,993	59,434	46,444
SAUK VALLEY	49	25,885	34,992	39,164	45,675	58,404	40,569
ILLINOIS EASTERN	94	27,000	34,722	42,021	47,907	61,762	41,859
ILLINOIS VALLEY	69	31,850	37,450	41,875	61,068	63,000	46,453
KANKAKEE	58	29,543	40,653	53,423	61,094	83,276	52,431
LAKE LAND	99	25,728	34,314	39,672	43,433	68,057	40,631
LEWIS & CLARK	78	34,845	40,990	53,819	58,830	64,998	50,790
LOGAN	103	34,066	43,109	48,230	55,537	67,898	49,679
MC HENRY	76	30,000	42,000	52,800	62,250	72,300	52,259
BLACK HAWK	137	30,237	40,991	54,053	61,218	73,683	51,788
HEARTLAND	47	32,400	37,026	41,483	44,432	62,722	41,955
ILLINOIS CENTRAL	164	24,535	34,255	42,013	53,480	66,625	43,833
LINCOLN LAND	120	30,552	46,436	60,235	69,066	76,145	58,278
PARKLAND	162	30,507	42,189	49,056	62,536	76,072	52,030
RICHLAND	58	24,820	35,373	41,603	52,634	58,322	42,961
ROCK VALLEY	125	31,378	41,227	49,717	57,199	70,111	50,429
SOUTHWESTERN	120	34,504	39,632	44,080	55,070	78,503	48,953
ELGIN	109	24,963	57,310	76,103	82,367	84,374	69,394
MORTON	52	36,083	41,912	50,582	62,721	70,528	51,985
PRAIRIE STATE	79	31,500	42,146	49,314	62,253	78,612	51,566
SOUTH SUBURBAN	118	22,150	44,119	55,409	69,390	83,002	56,075
WAUBONSEE	68	35,476	43,656	49,079	53,875	64,368	49,113
CHICAGO	543	32,737	52,838	63,667	76,377	92,575	63,475
DUPAGE	270	37,050	56,074	67,863	75,497	82,284	65,328
HARPER	203	25,586	43,714	57,311	76,095	87,956	59,946
JOLIET	153	34,700	42,705	48,383	68,200	77,103	54,841
LAKE COUNTY	165	26,252	56,541	78,826	89,286	94,107	73,150
MORAINE VALLEY	160	29,480	35,655	53,944	64,597	101,975	53,986
OAKTON	131	36,462	52,330	71,208	84,104	89,572	68,809
TRITON	133	31,326	40,294	63,624	73,090	85,773	58,175
TOTAL/AVERAGES	4,262	$29,856	$41,176	$50,110	$59,580	$71,827	$54,541
Lowest Low/Highest High		$20,000				$101,975	

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 3

FISCAL YEAR 2001 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES: LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	--	--	--	--	--	--	--
SHAWNEE	3	25,900	25,900	28,029	45,934	45,934	33,288
SOUTHEASTERN	6	30,946	31,877	33,955	39,145	46,122	36,000
SPOON RIVER	--	--	--	--	--	--	--
WOOD	4	28,080	29,836	36,460	47,074	52,819	38,455
DANVILLE	3	35,716	35,716	56,755	65,034	65,034	52,502
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	2	27,000	27,000	45,874	64,748	64,748	45,874
KISHWAUKEE	--	--	--	--	--	--	--
REND LAKE	6	32,000	32,000	36,118	37,400	43,270	36,151
SAUK VALLEY	1	60,810	60,810	60,810	60,810	60,810	60,810
ILLINOIS EASTERN	12	40,272	40,272	40,272	40,272	48,615	40,967
ILLINOIS VALLEY	4	23,422	23,609	31,138	38,978	39,475	31,293
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	4	30,992	32,282	33,989	44,249	54,092	38,265
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	--	--	--	--	--	--	--
MC HENRY	--	--	--	--	--	--	--
BLACK HAWK	2	32,000	32,000	50,903	69,806	69,806	50,903
HEARTLAND	9	42,829	43,763	46,934	52,299	54,167	48,076
ILLINOIS CENTRAL	10	24,300	24,535	24,535	24,535	49,680	27,026
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	1	56,322	56,322	56,322	56,322	56,322	56,322
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	9	33,226	35,357	37,559	40,729	42,476	37,956
SOUTHWESTERN	2	60,788	60,788	79,204	97,619	97,619	79,204
ELGIN	--	--	--	--	--	--	--
MORTON	--	--	--	--	--	--	--
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	--	--	--	--	--	--	--
WAUBONSEE	--	--	--	--	--	--	--
CHICAGO	57	30,112	38,980	44,732	53,778	64,971	46,682
DUPAGE	--	--	--	--	--	--	--
HARPER	--	--	--	--	--	--	--
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	--	--	--	--	--	--	--
MORAINE VALLEY	--	--	--	--	--	--	--
OAKTON	--	--	--	--	--	--	--
TRITON	--	--	--	--	--	--	--
TOTAL/AVERAGES	135	$36,160	$37,120	$43,741	$51,690	$56,233	$44,234
Lowest Low/Highest High		$23,422				$97,619	

-- = Not Applicable
SOURCE OF DATA: Salary Submission (C1)

Section II

Fiscal Year 2001 Part-time Faculty Salary Rates and Full-time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 2001.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

State Summary of Fiscal Year 2001 Part-time Faculty Rates per Course Credit Hour and Full-time Faculty Overload and Summer Term Salary Rates at Illinois Public Community Colleges

	Lowest	Highest	Average
Part-time Faculty Rates	$275	$631	$440
Overload Rates (Full-time Faculty)	$275	$1,050	$577
Summer Term Rates (Full-time Faculty)	$328	$1,621	$685

Illinois Community College Board

Table 5

FISCAL YEAR 2001 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
SANDBURG	415	420	559
SHAWNEE	337	425	425
SOUTHEASTERN	350	550	550
SPOON RIVER	375	599	1,000
WOOD	357	380	328
DANVILLE	375	385	415
HIGHLAND	396	834	834
KASKASKIA	340	459	459
KISHWAUKEE	450	994	DNA
REND LAKE	333	725	725
SAUK VALLEY	395	450	450
IL EASTERN	275	275	375
ILLINOIS VALLEY	425	425	425
KANKAKEE	400	554	582
LAKE LAND	430	495	495
LEWIS & CLARK	476	476	476
LOGAN	448	496	592
MCHENRY	404	451	451
BLACK HAWK	513	663	663
HEARTLAND	524	525	625
ILLINOIS CENTRAL	445	600	1,364
LINCOLN LAND	439	622	622
PARKLAND	581	665	740
RICHLAND	434	471	684
ROCK VALLEY	445	578	717
SOUTHWESTERN	423	721	707
ELGIN	534	675	775
MORTON	452	493	493
PRAIRIE STATE	360	500	550
SOUTH SUBURBAN	371	759	831
WAUBONSEE	455	540	607
CHICAGO	588	1,050	1,621
DUPAGE	587	609	1,592
HARPER	560	560	700
JOLIET	440	521	521
LAKE COUNTY	505	525	525
MORAINE VALLEY	425	853	1,195
OAKTON	631	615	615
TRITON	452	555	736
AVERAGES	$440	$577	$685

DNA - Data Not Available
SOURCE OF DATA: Salary Submission(C2)

Section III

SALARIES BASED ON FISCAL YEAR 2001 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 2001 salary schedule ranges and averages for master's degree faculty is shown in Table 6. The highest figures on this page are for full-time faculty members with a doctorate degree with maximum hours.

Table 7 provides the fiscal year 2001 salary schedule salaries at each community college in Illinois. These salaries are based on the **salary schedules** at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 2001 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low	District Range High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$25,885	$37,798	$31,118
Master's Degree, Plus Zero Hours (5 Years Experience)	$29,823	$46,215	$35,458
Master's Degree, Maximum Hours (5 Years Experience)	$29,823	$56,984	$42,526
Doctorate Degree, Maximum Hours (Maximum Experience/Highest Salary)	$39,311	$94,613	$69,626

Illinois Community College Board

Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 2001

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Doctorate Degree Max. Hours Max. Exp.
SANDBURG	30,280	30,510	--	--
SHAWNEE	31,400	35,101	39,868	60,733
SOUTHEASTERN	30,810	34,062	38,805	61,443
SPOON RIVER	29,498	32,446	37,760	70,476
WOOD	27,890	30,440	34,790	52,563
DANVILLE	31,000	--	--	55,688
HIGHLAND	33,357	40,462	49,702	68,515
KASKASKIA	28,216	31,950	38,553	58,908
KISHWAUKEE	--	--	--	--
REND LAKE	32,000	35,000	40,515	61,479
SAUK VALLEY	25,885	29,823	29,823	58,404
ILLINOIS EASTERN	27,990	--	--	63,578
ILLINOIS VALLEY	31,200	32,800	42,200	60,000
KANKAKEE	26,903	31,952	38,873	72,414
LAKE LAND	29,417	32,042	33,157	39,311
LEWIS & CLARK	34,074	37,158	40,509	64,998
LOGAN	32,106	36,886	43,109	67,898
MC HENRY	30,000	37,200	48,900	72,300
BLACK HAWK	30,237	34,722	38,785	65,601
HEARTLAND*	30,900	34,650	36,150	42,901
ILLINOIS CENTRAL	28,400	--	--	67,010
LINCOLN LAND	32,160	33,446	38,718	76,415
PARKLAND	30,137	32,366	35,125	70,437
RICHLAND	26,572	31,556	38,931	60,655
ROCK VALLEY	31,375	--	--	67,334
SOUTHWESTERN	35,922	39,660	42,319	61,148
ELGIN	33,405	39,418	53,725	84,374
MORTON	35,592	41,061	46,575	76,093
PRAIRIE STATE	31,500	33,496	41,976	80,848
SOUTH SUBURBAN	30,044	36,487	44,718	80,902
WAUBONSEE	33,312	37,702	45,549	70,845
CHICAGO	31,326	37,357	51,089	94,613
DUPAGE	31,187	38,048	51,745	82,284
HARPER	31,911	36,196	50,853	85,525
JOLIET	35,310	38,597	44,291	77,103
LAKE COUNTY	37,798	46,215	56,984	85,563
MORAINE VALLEY	29,480	33,191	37,225	84,326
OAKTON	32,575	35,717	45,406	87,705
TRITON	31,326	37,859	46,645	85,773
AVERAGES	$31,118	$35,458	$42,526	$69,626

-- = Not Applicable
SOURCE OF DATA: Salary Submission (C2)
* Initial Faculty Placement Schedule Only

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 2001

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-eight public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 2001

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	27	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	14	20	15
Average Weekly Office/Academic Advising Hours	4	15	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	40	34

Illinois Community College Board
Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2000

District/College	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Length of Academic Year - in Weeks	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
SANDBURG	30	15	5	32	Yes	Yes	4	Yes	Yes	IEA/NEA
SHAWNEE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SOUTHEASTERN	30	15	15	37	Yes	Yes	3	Yes	Yes	IEA/NEA
SPOON RIVER	30	15	8	32	Yes	Yes	3	Yes	Yes	IEA/NEA
WOOD	30	15	10	30	No	--	--	Yes	Yes	IFT
DANVILLE	30	15	10	35	Yes	Yes	3	Yes	Yes	IEA/NEA
HIGHLAND	32	16	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KASKASKIA	30	20	5	32	Yes	Yes	4	Yes	Yes	IFT/AFT
KISHWAUKEE	30	17	5	34	Yes	Yes	4	No	Yes	IFT/AFT
REND LAKE	32	18	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
SAUK VALLEY	30	15	7	34	Yes	Yes	3	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	--	5	39	Yes	Yes	4	No	Yes	IEA/NEA
ILLINOIS VALLEY	30	15	8	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KANKAKEE	30	15	8	40	Yes	Yes	3	Yes	Yes	AFT/AFL-CIO
LAKE LAND	30	--	5	32	Yes	Yes	4	Yes	Yes	IFT/AFT
LEWIS & CLARK	30	15	10	32	Yes	Yes	5	Yes	Yes	IEA/NEA
LOGAN	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
MC HENRY	--	15	5	30	Yes	Yes	3	Yes	Yes	IEA/NEA
BLACK HAWK	30	16	5	34	Yes	Yes	4	Yes	Yes	IFT/AFT
HEARTLAND	31	16	8	32	Yes	Yes	3	No	Yes	IFT/AFT
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
LINCOLN LAND	30	15	6	32	Yes	Yes	4	Yes	Yes	IFT/AFT
PARKLAND	32	16	5	32	Yes	Yes	5	Yes	Yes	Faculty Assn.
RICHLAND	30	14	5	32	Yes	Yes	4	Yes	Yes	IFT
ROCK VALLEY	32	16	5	39	Yes	Yes	4	Yes	Yes	Faculty Assn.
SOUTHWESTERN	30	15	10	36	Yes	Yes	3	Yes	Yes	AAUP,IFT/AFT
ELGIN	30	--	10	34	Yes	Yes	3	Yes	Yes	IFT/AFT
MORTON	30	15	6	36	Yes	Yes	3	Yes	Yes	IFT/AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	3	Yes	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
WAUBONSEE	30	17	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
CHICAGO	27	15	4	37	Yes	Yes	4	Yes	Yes	IFT/AFT
DUPAGE	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
JOLIET	30	15	15	30	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE COUNTY	30	15	10	34	Yes	Yes	3	Yes	Yes	IFT/AFT
MORAINE VALLEY	30	--	4	34	Yes	Yes	4	Yes	Yes	IFT/AFT/CCTU
OAKTON	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
TRITON	30	15	5	32	Yes	Yes	5	Yes	Yes	IFT/AFT
TOTALS/AVERAGES	30	15	7	34	N= 1 Y=38	N= 0 Y=38	3= 24 4= 11 5= 3	N= 3 Y=36	N= 0 Y=39	IEA/NEA=12 IFT/AFT=23 Fac Assn = 3 AAUP=1

SOURCE OF DATA: Salary Submission (C2)

Section V

FISCAL YEAR 2001 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 2001 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include professional/technical, academic support, and supervisory staff. Professional/ technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $53,296. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $38,756.

Table 10

SUMMARY OF FISCAL YEAR 2001 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Salaries (9 month)	$12,500	$60,364	$33,861
Lowest Salaries (12 month)	$13,000	$30,000	$21,813
Average Salaries (9 month)	$19,163	$79,014	$53,296*
Average Salaries (12 month)	$25,904	$46,812	$38,756*
Highest Salaries (9 month)	$19,950	$94,107	$58,155
Highest Salaries (12 month)	$35,774	$110,000	$62,976
Median Salaries (9 month)	$19,950	$83,521	$48,221
Median Salaries (12 month)	$24,272	$46,135	$34,342

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 2001 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES: LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	5	31,470	36,770	41,620	47,760	47,760	41,076
SHAWNEE	--	--	--	--	--	--	--
SOUTHEASTERN	2	34,875	34,875	37,924	40,973	40,973	37,924
SPOON RIVER	1	47,585	47,585	47,585	47,585	47,585	47,585
WOOD	--	--	--	--	--	--	--
DANVILLE	2	37,179	37,179	37,515	37,850	37,850	37,515
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	4	35,681	36,615	39,424	44,576	47,853	40,595
KISHWAUKEE	14	12,500	28,020	36,183	41,538	56,548	34,873
REND LAKE	1	24,035	24,035	24,035	24,035	24,035	24,035
SAUK VALLEY	2	39,978	39,978	40,614	41,249	41,249	40,614
ILLINOIS EASTERN	2	20,928	20,928	21,517	22,105	22,105	21,517
ILLINOIS VALLEY	--	--	--	--	--	--	--
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	14	23,704	26,250	35,371	37,313	59,404	34,617
LEWIS & CLARK	4	37,929	48,085	61,620	67,716	70,434	57,901
LOGAN	2	39,896	39,896	40,719	41,541	41,541	40,719
MC HENRY	8	37,200	46,050	61,350	71,400	72,300	58,388
BLACK HAWK	12	21,325	29,107	44,598	56,735	65,601	43,645
HEARTLAND	4	16,800	18,375	19,950	19,950	19,950	19,163
ILLINOIS CENTRAL	2	46,305	46,305	52,053	57,800	57,800	52,053
LINCOLN LAND	2	35,456	35,456	40,615	45,774	45,774	40,615
PARKLAND	4	20,941	23,142	27,827	46,565	62,817	34,853
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	3	23,123	23,123	64,302	64,302	64,302	50,576
SOUTHWESTERN	4	45,270	54,080	64,558	66,559	66,892	60,319
ELGIN	9	40,798	61,392	71,777	78,308	84,374	68,867
MORTON	1	60,364	60,364	60,364	60,364	60,364	60,364
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	14	29,604	42,397	49,846	63,737	80,051	52,771
WAUBONSEE	5	33,312	36,760	42,114	44,192	45,932	40,462
CHICAGO	--	--	--	--	--	--	--
DUPAGE	31	32,746	61,501	71,518	82,284	82,284	67,973
HARPER	--	--	--	--	--	--	--
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	16	45,325	58,413	81,771	89,286	94,107	73,973
MORAINE VALLEY	19	22,193	25,386	44,102	55,941	75,109	42,936
OAKTON	16	51,100	73,653	83,521	88,535	89,572	79,014
TRITON	11	34,338	42,309	54,002	70,683	81,929	57,069
TOTAL/AVERAGES	214	$33,861	$39,932	$48,221	$53,678	$58,155	$53,296
Lowest Low/Highest High		$12,500				$94,107	

-- = Not Applicable
SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 12

FISCAL YEAR 2001 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	51	17,930	23,000	27,390	31,310	43,260	28,280
SHAWNEE	28	25,900	27,001	30,346	37,980	45,102	32,666
SOUTHEASTERN	12	13,500	20,050	31,500	40,774	45,986	30,512
SPOON RIVER	28	20,000	27,874	29,316	33,658	51,582	31,075
WOOD	35	13,000	22,880	27,383	38,618	57,792	29,519
DANVILLE	14	21,085	21,796	24,272	27,979	36,744	25,904
HIGHLAND	21	24,000	27,888	32,524	33,600	40,000	31,193
KASKASKIA	6	23,270	25,573	26,982	31,103	35,774	28,281
KISHWAUKEE	51	18,726	26,792	31,131	38,850	62,496	33,707
REND LAKE	66	19,149	25,288	29,944	33,440	50,000	30,242
SAUK VALLEY	23	30,000	31,328	37,074	41,286	70,084	37,916
ILLINOIS EASTERN	94	15,028	25,000	30,764	36,954	72,637	31,551
ILLINOIS VALLEY	41	19,469	29,453	33,584	35,068	59,674	33,128
KANKAKEE	45	17,430	24,876	30,996	35,304	56,256	30,556
LAKE LAND	40	22,500	29,400	36,466	38,988	45,037	34,808
LEWIS & CLARK	66	16,500	23,959	27,966	35,360	63,000	30,839
LOGAN	87	22,500	27,500	32,155	37,687	65,165	34,400
MC HENRY	66	24,360	27,201	31,145	37,247	58,916	33,031
BLACK HAWK	134	24,627	32,693	38,529	48,151	72,817	41,371
HEARTLAND	34	25,000	28,500	31,870	34,226	49,327	32,544
ILLINOIS CENTRAL	126	24,960	26,416	32,508	44,580	68,890	35,693
LINCOLN LAND	99	18,565	29,934	34,208	39,533	52,549	34,647
PARKLAND	109	20,322	29,660	35,596	42,195	81,956	37,324
RICHLAND	30	21,735	24,727	27,852	32,022	68,173	31,108
ROCK VALLEY	41	26,064	30,831	41,902	51,312	71,563	42,691
SOUTHWESTERN	90	19,984	30,301	37,754	49,608	83,100	40,985
ELGIN	73	23,918	37,782	41,396	48,080	73,849	43,533
MORTON	37	20,890	28,738	32,797	37,324	59,989	34,605
PRAIRIE STATE	39	20,699	28,252	34,160	39,330	69,954	34,936
SOUTH SUBURBAN	52	16,762	25,622	29,800	36,140	62,864	31,773
WAUBONSEE	47	27,000	30,680	34,813	46,768	78,530	38,830
CHICAGO	425	16,803	37,296	45,000	54,123	110,000	46,107
DUPAGE	176	22,466	38,043	46,135	53,452	83,081	46,812
HARPER	138	25,900	38,614	45,834	52,997	70,522	46,564
JOLIET	24	29,450	31,736	38,325	42,919	51,345	37,709
LAKE COUNTY	97	23,878	27,646	32,614	36,968	70,854	33,647
MORAINE VALLEY	102	21,466	33,264	39,633	47,190	80,357	41,141
OAKTON	96	29,453	36,195	42,295	49,284	65,625	43,870
TRITON	75	26,400	36,308	45,380	51,527	71,229	44,804
TOTAL/AVERAGES	2,818	$21,813	$28,977	$34,342	$40,588	$62,976	$38,756
Lowest Low/Highest High		$13,000				$110,000	

SOURCE OF DATA: Salary Submission (C1)

Section VI

FISCAL YEAR 2001 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 2001. The weighted average administrative staff salary ranged from a low of $40,539 to a high of $90,917. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 2001 salaries; and the median fiscal year 2001 salaries of administrative staff for each district reporting data. Administrative staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 2001 was $64,155. The lowest reported administrative salary was $16,430 and the highest was $194,400. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 2001 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low -	High	Average
Lowest Administrative Salaries	$16,430	$ 70,000	$ 36,916
Average Administrative Salaries	$40,539	$ 90,917	$ 64,155*
Highest Administrative Salaries	$77,118	$194,400	$128,624
Median Administrative Salaries	$35,780	$ 90,044	$ 59,953

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 2001 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
SANDBURG	24	35,960	46,080	50,210	63,110	114,140	56,350
SHAWNEE	15	32,815	44,000	48,702	58,733	107,508	55,854
SOUTHEASTERN	27	21,909	34,192	43,141	54,655	84,009	45,183
SPOON RIVER	14	36,893	41,060	56,113	66,167	98,000	57,478
WOOD	32	33,987	41,758	45,269	55,215	112,772	50,047
DANVILLE	49	22,048	31,188	37,617	52,335	114,230	44,793
HIGHLAND	25	24,000	43,000	48,707	65,000	103,172	53,975
KASKASKIA	37	16,430	29,900	38,997	47,129	77,118	40,539
KISHWAUKEE	15	40,250	57,330	70,021	78,180	120,000	69,390
REND LAKE	29	26,000	43,000	55,000	66,800	115,000	58,091
SAUK VALLEY	18	44,715	53,697	63,088	74,770	126,190	66,788
ILLINOIS EASTERN	31	27,563	39,519	50,134	75,745	123,876	58,740
ILLINOIS VALLEY	26	31,425	46,000	50,116	65,552	119,600	56,189
KANKAKEE	65	23,500	28,457	35,780	59,820	135,300	46,712
LAKE LAND	18	36,750	50,445	62,042	89,854	123,480	68,133
LEWIS & CLARK	44	30,000	38,182	47,885	66,248	119,600	54,220
LOGAN	34	35,000	42,531	52,610	70,526	114,586	58,648
MC HENRY	44	33,602	46,679	59,413	76,007	142,159	63,211
BLACK HAWK	8	70,000	79,457	86,541	93,075	121,000	88,643
HEARTLAND	33	35,000	49,683	56,229	64,350	119,446	60,112
ILLINOIS CENTRAL	33	34,860	57,660	66,140	79,600	173,524	69,541
LINCOLN LAND	56	37,821	47,723	56,543	69,051	115,800	60,901
PARKLAND	38	27,287	51,388	63,842	81,680	154,203	67,764
RICHLAND	32	36,225	40,854	53,033	68,273	119,614	56,183
ROCK VALLEY	53	35,852	46,907	55,771	69,418	125,400	59,681
SOUTHWESTERN	30	31,200	51,813	68,504	85,770	103,000	69,070
ELGIN	46	37,324	50,448	61,998	77,774	122,000	67,281
MORTON	15	49,975	56,957	64,000	79,975	113,500	69,946
PRAIRIE STATE	26	38,980	44,233	59,652	69,620	106,000	59,743
SOUTH SUBURBAN	29	39,847	50,901	70,271	75,981	125,000	68,510
WAUBONSEE	27	53,500	60,300	65,300	76,000	165,000	73,289
CHICAGO	100	36,350	63,686	74,880	90,000	194,400	81,925
DUPAGE	43	62,025	80,566	90,044	99,866	157,162	90,917
HARPER	46	54,288	73,413	82,277	95,938	169,264	86,944
JOLIET	57	36,797	46,800	52,331	63,440	113,568	57,289
LAKE COUNTY	53	42,120	49,274	64,792	84,568	161,200	69,895
MORAINE VALLEY	22	48,477	58,700	75,888	93,850	158,805	81,485
OAKTON	29	31,695	77,645	84,130	98,379	170,900	89,346
TRITON	29	47,250	55,000	71,170	80,465	176,800	73,068
TOTALS/AVERAGES	1,352	$36,916	$50,011	$59,953	$73,921	$128,624	$64,155
Lowest		$16,430				$194,400	
Highest							

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2001

A summary of the fiscal year 2001 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 2001. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 2001 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State* Average
District Executive Officer	$98,000	$194,400	$130,165
Chief Campus Administrator	$80,000	$139,210	$117,787
Chief Finance Officer	$55,000	$129,600	$ 92,094
Chief Academic Officer	$57,330	$123,158	$ 93,454
Student Services Officer	$28,026	$116,486	$ 79,192
Dean-Baccalaureate Education	$61,080	$ 87,586	$ 79,550
Dean-Occupational/Career Education	$60,300	$107,792	$ 77,813
Dean-Continuing Education	$50,000	$ 99,866	$ 65,548
Director-Data Processing/Info Technology	$50,136	$121,646	$ 79,043
Director-Research & Planning	$40,000	$103,145	$ 64,562
Director-Admissions and Records	$35,335	$ 83,020	$ 56,624
Director-Counseling	$44,636	$ 92,315	$ 65,775
Director-Financial Aid	$36,934	$ 86,175	$ 52,582
Director-Job Placement	$30,428	$ 77,952	$ 46,294
Director-Student Activities	$31,200	$ 77,271	$ 49,537
Director-Library/LRC	$34,266	$107,792	$ 59,725
Director-Development/Grants	$31,824	$ 96,853	$ 64,916
Director-Public Information/Relations	$30,225	$100,685	$ 55,054
Director-Personnel/Human Resources	$36,319	$129,168	$ 69,263
Director-Business Services	$36,307	$ 77,133	$ 56,253
Director-Physical Facilities/Grounds	$36,893	$ 97,197	$ 64,316
Director-Adult Education	$31,425	$111,617	$ 58,749
Director-Athletics	$27,287	$ 95,749	$ 58,916
Controller	$39,988	$ 97,875	$ 63,834
Director-Business/Industry Center	$37,540	$ 93,986	$ 58,930

*Weighted

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Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2000

	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	$114,140	1	9	1	$				$82,660	1	10	2	$80,890	1	11	2
SHAWNEE	107,508	1	9	1									82,000	1	13	2
SOUTHEASTERN									55,000	1	1	4	70,340	1	0	2
SPOON RIVER	98,000	1	0	1					80,518	1	5	2	77,756	1	5	2
WOOD	112,772	1	4	1					75,574	1	3	2	72,800	1	1	2
DANVILLE	114,230	1	1	1					90,148	1	11	2	87,050	1	3	2
HIGHLAND	103,172	1	0	1									77,919	1	0	2
KASKASKIA									75,712	1	2	2				
KISHWAUKEE	120,000	1	0	1					77,000	1	7	2	57,330	1	2	2
REND LAKE	115,000	1	10	1					93,000	1	9	2				
SAUK VALLEY	126,190	1	14	1					75,980	1	1	2	89,080	1	1	2
ILLINOIS EASTERN	123,876	1	5	1	94,678	3	5	2	79,323	1	24	3	71,629	4	6	4
ILLINOIS VALLEY	119,600	1	4	1					79,040	1	1	2	91,701	1	4	2
KANKAKEE	135,300	1	13	1					105,004	1	16	2	95,574	1	10	2
LAKE LAND	123,480	1	12	1					79,000	1	3	4	89,854	1	2	2
LEWIS & CLARK	119,600	1	9	1									95,212	1	8	2
LOGAN	114,586	1	0	1					98,405	1	0	2				
MC HENRY	142,159	1	3	1					93,000	1	0	2	99,910	1	1	2
BLACK HAWK	121,000	1	0	1	80,000	1	1	2	94,335	1	4	2	90,000	1	0	2
HEARTLAND	119,446	1	9	1					95,061	1	4	2	96,684	1	9	2
ILLINOIS CENTRAL	173,524	1	12	1					102,788	1	21	2	102,794	1	1	2
LINCOLN LAND	115,800	1	1	1					92,250	1	1	2	90,000	1	0	2
PARKLAND	154,203	1	10	1					92,858	1	9	2	113,816	1	31	2
RICHLAND	119,614	1	11	1					73,486	1	2	2	97,290	1	2	2
ROCK VALLEY	125,400	1	3	1					92,606	1	5	2	92,606	1	5	2
SOUTHWESTERN	103,000	1	3	1					99,216	1	2	2	97,212	1	33	2
ELGIN	122,000	1	2	1					99,342	1	1	2	109,925	1	3	2
MORTON	113,500	1	5	1					79,975	1	0	2	91,706	1	2	2
PRAIRIE STATE	106,000	1	0	1					78,470	1	1	2	99,070	1	3	2
SOUTH SUBURBAN	125,000	1	4	1					81,294	1	0	2	109,447	1	8	2
WAUBONSEE	165,000	1	19	1					107,700	1	2	2				
CHICAGO	194,400	1	3	1	139,210	5	5	2-3	129,600	1	0	2	112,126	2	3	2
DUPAGE	157,162	1	6	1					109,000	1	0	2	106,000	1	1	2
HARPER									121,948	1	4	2	110,000	1	8	2
JOLIET	113,568	1	0	1									95,680	1		2
LAKE COUNTY	161,200	1	11	1					112,935	1	5	2	114,018	1	24	2
MORAINE VALLEY	158,805	1	9	1									123,158	1	6	2
OAKTON	170,900	1	5	1					126,465	1	29	2	117,621	1	4	2
TRITON	176,800	1	8	1					102,500	1	2	2	109,500	1	3	2
NUMBER OF PERSONS	36				9				34				39			
AVERAGES	$130,165				$117,787				$92,094				$93,454			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2000

	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	76,930	1	1	2	$				$				$66,810	1	8	4
SHAWNEE	78,000	1	0	2												
SOUTHEASTERN	70,340	1	4	2									50,000	1	0	4
SPOON RIVER	63,887	1	10	3					66,167	1	1	3	56,839	1	2	4
WOOD	75,645	1	12	2									68,615	1	24	2
DANVILLE	72,666	1	10	4									56,333	1	13	4
HIGHLAND	28,026	1	3	6	73,151	1	0	4								
KASKASKIA	69,222	1	2	2	77,118	1	5	2	66,796	1	3	3	69,064	1	25	3
KISHWAUKEE	80,500	1	20	2	78,180	1	7	3	70,711	2	4	3	73,332	1	20	2
REND LAKE	80,500	1	1	2	84,000	1	4	2	80,500	1	6	2				
SAUK VALLEY	78,600	1	5	2	74,588	1	30	3	67,080	1	1	3	65,577	1	6	3
ILLINOIS EASTERN	47,255	2	5	4												
ILLINOIS VALLEY	74,387	1	3	2					73,123	1	22	3	53,217	1	3	3
KANKAKEE	86,900	1	12	2					71,342	1	3	3				
LAKE LAND	108,163	1	11	2	62,361	1	5	3	96,688	1	5	3	50,445	1	8	4
LEWIS & CLARK	82,280	1	8	2					77,344	1	7	4	74,723	1	7	4
LOGAN	91,344	1	1	2	75,332	1	1	3					68,981	1	3	3
MC HENRY	80,340	1	2	3					94,125	1	2	3	73,768	1	23	4
BLACK HAWK	70,000	1	0	4									67,923	1	0	4
HEARTLAND	84,759	1	8	3												
ILLINOIS CENTRAL	74,045	1	6	4	85,655	1	6	4	84,820	1	0	4				
LINCOLN LAND	81,745	1	2	2	83,925	1	2	4	91,717	1	19	3	59,500	1	1	4
PARKLAND	81,680	1	21	2					83,230	1	3	3	80,565	1	16	3
RICHLAND	78,040	1	12	2	75,393	1	3	4	60,550	1	0	4	65,842	1	7	4
ROCK VALLEY	81,737	1	16	4	81,486	1	30	4	75,000	1	0	4	54,350	1	5	6
SOUTHWESTERN	85,770	1	20	2	82,157	1	10	4	95,601	1	22	4				
ELGIN	85,381	1	2	4												
MORTON	85,429	1	5	2	64,000	1	0	4	64,000	1	0	4	62,059	1	8	4
PRAIRIE STATE	69,620	1	15	2	67,605	1	2	3	67,467	1	1	3	69,620	1	1	2
SOUTH SUBURBAN	75,981	1	0	2	79,917	1	1	4	98,443	1	8	4				
WAUBONSEE	65,300	1	13	3	61,080	1	3	4	60,300	1	1	4				
CHICAGO	79,591	8	4	3-4	84,292	11	3	3-4	72,439	6	3	4	66,122	9	4	4
DUPAGE	95,708	1	5	2					107,792	1	15	4	99,866	1	32	4
HARPER									74,476	1	19	3	74,750	1	14	3
JOLIET	96,739	1		2					83,200	1		0	63,440	1	0	4
LAKE COUNTY	101,802	1	3	2												
MORAINE VALLEY	93,957	2	9	2	87,586	1	17	4	93,850	1	14	4	93,850	1	17	4
OAKTON	116,486	1	14	2												
TRITON	74,900	1	3	3	86,213	1	2	3	80,361	1	4	3	80,873	1	1	3
NUMBER OF PERSONS	47				29				32				34			
AVERAGES	$79,192				$79,550				$77,813				$65,548			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2000

	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	$60,740	1	1	4	$				$64,410	1	21	4				
SHAWNEE	52,000	1	0	4									44,636	1	0	4
SOUTHEASTERN	50,136	1	5	6					45,229	1	4	6	54,116	1	6	4
SPOON RIVER					49,413	1	6	3								
WOOD	55,568	1	3	3	49,920	1	1	3	43,928	2	10	3				
DANVILLE									42,893	1	3	4	48,670	1	8	4
HIGHLAND																
KASKASKIA	61,900	1	2	3					35,335	1	7	4				
KISHWAUKEE	79,772	1	22	2	47,250	1	1	2	60,063	1	7	4				
REND LAKE	92,000	1	1	2	62,314	1	19	4	43,000	1	3	4	50,000	1	1	4
SAUK VALLEY	74,770	1	29	3					53,697	1	1	4				
ILLINOIS EASTERN	62,000	1	0	4					42,061	2	0	4				
ILLINOIS VALLEY	69,969	1	7	3					46,539	1	3	3				
KANKAKEE	76,881	1	10	3					69,332	1	15	4	82,473	1	11	4
LAKE LAND	90,295	1	3	4	40,000	1	0	4	62,134	1	8	3				
LEWIS & CLARK									41,441	1	0	4	52,000	1	8	4
LOGAN	66,408	1	19	4					52,613	1	5	4				
MC HENRY	79,734	1	4	4	69,304	1	8	4	41,200	1	1	4	60,770	1	1	4
BLACK HAWK	83,081	1	9	4												
HEARTLAND	74,410	1	3	3									57,324	1	9	4
ILLINOIS CENTRAL	79,600	1	4	4	84,818	1	3	2	55,345	1	8	6	66,140	1	6	6
LINCOLN LAND					50,064	1	1	4	56,692	1	14	4	45,842	1	4	4
PARKLAND	81,139	1	7	4	63,800	1	2	4	65,228	1	6	4	70,014	1	0	4
RICHLAND	57,817	1	9	4					71,937	1	12	4				
ROCK VALLEY	90,338	1	2	3	63,000	1	0	3	61,637	1	2	4	55,771	1	5	4
SOUTHWESTERN	93,600	1	0	2	43,099	1	20	4								
ELGIN	75,455	1	13	4					74,846	1	9	6	71,441	1	3	6
MORTON	78,202	1	13	4					61,476	1	5	4	56,957	1	2	4
PRAIRIE STATE	79,243	1	16	3	41,699	1	2	4					63,020	1	1	4
SOUTH SUBURBAN	73,326	1	3	4	77,875	1	9	4								
WAUBONSEE	85,000	1	0	3												
CHICAGO	100,373	2	1	2	86,160	1	6	3	56,835	8	0	4				
DUPAGE	111,549	1	16	2	94,456	1	9	4	74,642	1	4	4	79,789	1	1	5
HARPER	121,646	1	8	2	73,413	1	4	4	83,020	1	25	4	79,344	1	12	4
JOLIET	80,134	1		4	58,000	1		4	54,282	1		6				
LAKE COUNTY	90,486	1	7	4	84,568	1	2	3	62,400	1	1	4				
MORAINE VALLEY					58,500	1	14	4	67,850	1	2	4				
OAKTON					103,145	1		3	79,866	1	4	4	92,315	1	2	4
TRITON	80,465	1	1	3	55,000	1	0	3	54,586	1	6	4	69,112	1	1	4
NUMBER OF PERSONS	33				21				39				19			
AVERAGES	$79,043				$64,562				$56,624				$65,775			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2000

	Director Financial Aid				Director Job Placement				Director Stu. Activities				Director Library/LRC			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	$51,540	1	6	4	$				$				60,740	1	1	4
SHAWNEE	48,701	1	14	4									57,902	1	31	3
SOUTHEASTERN													43,869	2	6	4
SPOON RIVER													41,000	1	0	3
WOOD	46,708	1	6	3					36,319	1	3	3	36,319	1	9	4
DANVILLE	40,162	1	3	4	50,637	2	2	4					52,335	1	7	4
HIGHLAND						1	12	6								
KASKASKIA	43,001	1	2	3	30,428	1	11	6	43,086	1	12	3				
KISHWAUKEE													55,125	1	2	3
REND LAKE	53,817	1	20	4												
SAUK VALLEY	44,715	1	2	4												
ILLINOIS EASTERN	36,934	4	8	4									34,266	3	6	4
ILLINOIS VALLEY	48,828	1	8	3	40,000	1	0	4					46,000	1	0	3
KANKAKEE	59,904	1	13	4					35,217	1	7	4				
LAKE LAND																
LEWIS & CLARK	45,293	1	1	4									47,312	1	4	4
LOGAN	37,265	1	3	4	70,526	1	5	4	42,531	1	6	4	37,111	1	2	4
MC HENRY	43,218	1	2	4	41,600	1	0	4					42,848	1	1	4
BLACK HAWK																
HEARTLAND	56,229	1	8	4									40,000	1	1	4
ILLINOIS CENTRAL	68,935	1	16	6												
LINCOLN LAND	52,661	1	9	4	56,393	1	15	4	37,821	1	1	4				
PARKLAND					77,952	1	23	4	41,615	1	2	4	49,355	1	1	4
RICHLAND	41,355	1	0	6	46,428	1	4	6	51,484	1	0	6	75,793	1	9	4
ROCK VALLEY	66,608	1	20	4	46,907	1	10	6	44,798	1	0	6	56,033	1	1	4
SOUTHWESTERN	51,813	1	1	4	43,189	1	9	4	31,200	1	0	4	73,861	1	2	4
ELGIN	69,338	1	6	6	50,448	1	11	4	69,338	1	8	6	97,197	1	29	4
MORTON													61,559	1	10	4
PRAIRIE STATE	41,936	1	5	4	38,980	1	2	4					62,370	1	15	3
SOUTH SUBURBAN									48,503	3	5	6				
WAUBONSEE																
CHICAGO	62,671	6		4	41,793	1	1	5	42,000	1		4				
DUPAGE	86,175	1	6	4					75,016	1	10	4	107,792	1	15	4
HARPER	54,288	1	8	4					74,516	1	25	4	95,938	1	30	4
JOLIET	51,249	1		6	52,331	1		6								
LAKE COUNTY					48,756	1	7	4	45,000	1	0	4	101,631	1	29	4
MORAINE VALLEY	55,000	1	10	4					48,477	1	17	4	80,000	1	7	4
OAKTON	60,710	1	1	4					77,271	1	15	4	82,025	1	10	4
TRITON	51,718	1	4	4									81,232	1	9	3
NUMBER OF PERSONS	36				17				19				29			
AVERAGES	$52,582				$46,294				$49,537				$59,725			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2000

	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	$				$46,080	1	7	4	$				$			
SHAWNEE	43,170	1	9	4	48,702	1	9	4					45,102	1	0	4
SOUTHEASTERN					42,096	2	12	4								
SPOON RIVER																
WOOD	37,440	1	1	3	45,058	1	22	3	36,319	1	3	3	36,319	1	3	3
DANVILLE									74,256	1	14	4				
HIGHLAND					45,203	1		4	48,510	1		4	48,707	1		4
KASKASKIA	37,500	1	2	6					41,400	1	1	3	46,301	1	1	6
KISHWAUKEE	69,127	1	6	2	40,250	1	0	2								
REND LAKE					45,049	1	21	4								
SAUK VALLEY	61,832	1	1	4	59,736	1	1	4	51,876	1	8	5				
ILLINOIS EASTERN					30,225	4	15	4	50,134	1	16	4	36,307	5	10	4
ILLINOIS VALLEY	31,824	1	2	4	40,695	1	8	4	54,758	1	5	3				
KANKAKEE					69,501	1	10	2					61,759	1	11	4
LAKE LAND	79,932	1	2	2	38,588	1	2	4					52,231	1	9	4
LEWIS & CLARK	68,975	1	11	4	55,266	1	6	6	64,896	1	1	4				
LOGAN	51,379	1	9	4	62,408	1	15	4	60,968	1	3	4				
MC HENRY	91,052	1	2	2	60,000	1	0	4	72,196	1	4	3	61,639	1	4	4
BLACK HAWK									78,913	1	6	4				
HEARTLAND					43,361	1	2	3	43,361	1	2	3				
ILLINOIS CENTRAL	70,230	1	3	4	59,985	1	3	6	86,565	1	1	3				
LINCOLN LAND					72,000	1	0	4	83,958	1	26	3	46,867	1	2	4
PARKLAND					49,431	1	1	4	86,632	1	4	2				
RICHLAND					55,436	1	4	3	50,037	1	6	4				
ROCK VALLEY	83,131	1	0	2	67,784	1	25	4	76,129	1	3	3				
SOUTHWESTERN	78,634	1	15	4	56,774	1	2	4	84,681	1	17	2	60,840	1	13	4
ELGIN					79,713	1	29	4					64,609	1	33	4
MORTON	75,849	1	26	4	49,975	1	0	4	49,975	1	0	4	54,533	1	17	4
PRAIRIE STATE					44,480	1	1	4	61,279	1	9	4	49,630	1	1	4
SOUTH SUBURBAN									65,074	1	0	4	58,988	1	0	6
WAUBONSEE					65,300	1	13	2	65,300	1	9	2	58,450	1	2	4
CHICAGO	45,378	1	1	4	72,887	2	1	3-4	129,168	1	2	2	66,599	7	0	4
DUPAGE	89,569	1	10	4	99,866	1	18	4	108,614	1	14	4	72,335	1	6	4
HARPER	96,853	1	3	3	94,061	1	1	3	97,391	1	19	4				
JOLIET	64,480	1		4	59,488	1		4	60,002	1		4	77,133	1		6
LAKE COUNTY	47,395	1	6	6	64,792	1	9	4	81,882	1	11	4	46,592	1	1	4
MORAINE VALLEY	58,700	1	17	4	60,639	1	1	4	59,072	1	1	4				
OAKTON	80,786	1	16	4	100,685	1	4	4	79,798	1	4	4	77,041	2	2	4
TRITON									74,739	1	2	3				
NUMBER OF PERSONS	21				38				30				31			
AVERAGES	$64,916				$55,054				$69,263				$56,253			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 2000

	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG	$				$50,210	1	5	4	$				$46,080	1	1	6
SHAWNEE					49,319	1	15	3								
SOUTHEASTERN					36,854	1	4	6					54,655	1	7	6
SPOON RIVER	36,893	1	8	3	41,126	1	6	3								
WOOD	45,868	1	3	3	42,803	1	12	3								
DANVILLE	61,025	1	24	4	43,291	1	7	4	37,617	1	1	6	59,495	1	14	6
HIGHLAND	55,271	1		4	45,203	1		4	48,539	1		4				
KASKASKIA	51,900	1	1	4	38,997	1	13	3					39,988	1	16	3
KISHWAUKEE					61,500	1	18	2								
REND LAKE	67,500	1	5	4					60,400	1	9	3	52,000	1	5	4
SAUK VALLEY	60,133	1	6	4					48,208	1	7	5				
ILLINOIS EASTERN					65,401	1		4								
ILLINOIS VALLEY	48,739	1	3	3	31,425	1	11	4	45,635	1	2	4	45,000	1	0	0
KANKAKEE	72,605	1	22	4	49,141	1	4	4	55,377	1	7	4				
LAKE LAND					61,950	1	5	4								
LEWIS & CLARK	63,755	1	10	4	47,757	1	4	4	88,144	1	8	2	76,000	1	3	4
LOGAN	53,080	1	5	4	52,077	1	4	4								
MC HENRY	67,757	1	4	3	46,350	1	1	4	58,916	1	10	4				
BLACK HAWK																
HEARTLAND	64,036	1	2	3	43,886	1	2	4					59,779	1	9	3
ILLINOIS CENTRAL	83,035	1	21	4												
LINCOLN LAND	76,668	1	5	3	69,471	1	14	4	40,225	1	0	4	68,631	1	6	3
PARKLAND	62,000	1	0	4					27,287	1		4				
RICHLAND	54,582	1	12	4	36,225	1	0	4					49,121	1	6	4
ROCK VALLEY	70,999	1	16	4	45,321	1	9	4	64,056	1	11	6				
SOUTHWESTERN	61,802	1	18	4	78,215	1	29	4	58,162	1	21	4	63,483	1	30	4
ELGIN	97,197	1	7	4					48,000	1	0	4				
MORTON																
PRAIRIE STATE	61,990	1	1	4	57,870	1	1	4	40,360	1	1	4				
SOUTH SUBURBAN	47,421	1	1	6												
WAUBONSEE	65,300	1	1	3	65,600	1	1	4					77,000	1	9	3
CHICAGO					74,396	6	6	3-4								
DUPAGE					91,939	1	11	5	95,749	1	8	5	77,215	1	0	4
HARPER	85,548	1	8	4					83,416	1	8	4	79,726	1	4	6
JOLIET	62,693	1		4	83,200	1		0	56,243	1		6	61,493	1		4
LAKE COUNTY	79,581	1	26	4	46,675	1	3	5	81,742	1	31	4	59,751	1	17	4
MORAINE VALLEY	71,775	1	14	4	54,853	1	20	4	56,116	1	17	4				
OAKTON					111,617	1	0	2	84,130	1	28	4	81,711	1	10	4
TRITON	71,690	1	5	4	61,554	1		4					97,875	1	10	3
NUMBER OF PERSONS	28				35				20				18			
AVERAGES	$64,316				$58,749				$58,916				$63,834			

SOURCE OF DATA: Salary Submission (C1)

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
DURING FISCAL YEAR 2000

	Director Business/Industry Center			
DISTRICT/COLLEGE	Annual Salary	#	Yrs. in Position	Admin. Level
SANDBURG				
SHAWNEE				
SOUTHEASTERN	37,540	1	14	4
SPOON RIVER**				
WOOD	43,350	1		3
DANVILLE				
HIGHLAND	43,000	1		4
KASKASKIA				
KISHWAUKEE				
REND LAKE	43,800	1	5	4
SAUK VALLEY				
ILLINOIS EASTERN				
ILLINOIS VALLEY	47,467	1	11	3
KANKAKEE	50,500	1	6	4
LAKE LAND	52,572	1	5	4
LEWIS & CLARK	62,386	1	4	6
LOGAN	51,541	1	3	4
MC HENRY	69,813	1	11	4
BLACK HAWK				
HEARTLAND				
ILLINOIS CENTRAL	59,170	1	2	6
LINCOLN LAND	54,459	1	11	4
PARKLAND	52,475	1	0	4
RICHLAND				
ROCK VALLEY	71,165	1	22	4
SOUTHWESTERN	60,081	1	4	4
ELGIN	93,986	1	2	4
MORTON**				
PRAIRIE STATE	53,606	1	10	4
SOUTH SUBURBAN	71,276	1	9	4
WAUBONSEE	73,500	1	32	4
CHICAGO				
DUPAGE				
HARPER				
JOLIET				
LAKE COUNTY	79,040	1	1	4
MORAINE VALLEY				
OAKTON	66,796	1	3	4
TRITON				
NUMBER OF PERSONS	21			
AVERAGES	$58,930			

SOURCE OF DATA: Salary Submission (C1)

Section VIII

SUMMARY OF FISCAL YEAR 2001 MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 2001 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

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Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED AND OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 2001*

	Number of Employees	Low Salary	High Salary	Average Salary
Accountant I	40	1,503	3,914	2,559
Accountant II	46	1,862	4,818	2,915
Accountant III	19	2,134	5,650	3,615
Account Clerk I	105	1,453	3,073	2,172
Account Clerk II	179	1,446	3,205	2,409
Admissions/Records Assistant	165	1,240	2,711	1,917
Admissions/Records Supervisor	46	2,205	4,471	3,286
Audio/Visual Services Manager	21	1,274	5,273	3,069
Bookstore Manager	26	1,965	4,826	3,244
Clerk Typist	542	1,161	2,671	1,933
Computer Operator I	71	1,687	2,876	2,296
Computer Operator II	79	1,494	4,469	2,695
Computer Programmer I	7	2,495	3,735	2,953
Computer Programmer II	32	1,888	4,167	3,065
Computer Programmer III	9	2,781	4,847	3,872
Administrator, Local Area Network	21	2,333	6,645	4,162
Telecommunications Technician	22	1,877	5,221	3,358
Telecommunications Coordinator	11	2,655	4,949	3,754
Computer Systems Analyst	67	1,939	6,068	4,090
Custodian	618	1,471	3,223	2,038
Custodian Supervisor	69	1,831	4,360	2,997
Data Entry Operator	11	1,341	3,346	2,086
Library Assistant	179	947	3,280	2,070
Programmer/Analyst	33	2,355	5,250	3,742
Purchasing Assistant	24	1,453	3,381	2,252
Purchasing Supervisor	15	1,938	4,467	3,631
Receptionist/Switchboard	79	1,317	2,919	2,020
Secretary-General	724	1,265	2,658	2,009
Secretary-Administrative	402	1,742	3,294	2,476
Secretary Executive	165	1,680	4,344	2,928
Program Administrative Assistant	16	2,333	3,823	2,836
Security Guard/Officer	135	1,471	3,483	2,276
Security Supervisor	37	2,042	5,090	3,621
Shipping/Receiving Assistant	64	1,241	3,496	2,084

*Annual salaries were reported by the colleges and divided by 12 for use in this table

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 2000

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 2000. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

SUMMARY OF AVERAGE FISCAL YEAR 2000 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low	High	
Administrative	$2,711	$12,937	$7,240
9-Month Teaching Faculty	$2,105	$12,375	$7,095
12-Month Teaching Faculty	$2,048	$12,368	$7,841
9-Month Other Professional (Nonteaching)	$2,100	$12,387	$6,915
12-Month Other Professional (Nonteaching)	$2,428	$12,374	$6,321
Classified	$1,815	$12,373	$6,382

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Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 2000

DISTRICT	Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	SURS Paid by College *	Social Security *	Medicare	Worker's Comp	Unemploy. Insurance	Disability	Partial Tuition for Family	Other
SANDBURG	X		X	X			X	X	X		X	X
SHAWNEE	X			X	X		X	X	X		X	
SOUTHEASTERN	X			X	X		X	X	X		X	
SPOON RIVER	X	X		X			X	X	X		X	X
WOOD	X	X	X	X	X		X	X	X	X	X	X
DANVILLE	X		X				X	X	X		X	X
HIGHLAND	X	X	X	X	X		X	X			X	X
KASKASKIA	X	X		X	X		X	X	X		X	
KISHWAUKEE	X	X	X	X			X	X	X		X	X
REND LAKE	X			X			X	X	X		X	X
SAUK VALLEY	X	X		X	X		X	X	X		X	X
ILLINOIS EASTERN	X		X	X	X		X	X	X		X	
ILLINOIS VALLEY	X	X		X	X		X	X	X			
KANKAKEE	X		X	X			X	X	X	X	X	X
LAKE LAND	X	X	X	X			X	X	X		X	
LEWIS & CLARK	X	X	X	X			X	X	X	X		
LOGAN	X	X		X	X		X	X	X		X	
MCHENRY	X	X		X			X	X			X	X
BLACK HAWK	X	X	X	X			X			X	X	X
HEARTLAND	X	X	X	X	X		X			X	X	
ILLINOIS CENTRAL	X	X		X	X		X	X	X	X	X	X
LINCOLN LAND	X		X	X			X	X	X		X	
PARKLAND	X	X	X	X			X	X	X	X	X	X
RICHLAND	X	X	X	X	X		X	X	X	X	X	
ROCK VALLEY	X	X	X	X			X	X	X		X	X
SOUTHWESTERN	X	X		X			X	X	X		X	X
ELGIN	X	X	X	X	X		X	X	X	X	X	X
MORTON	X		X	X			X	X	X		X	
PRAIRIE STATE	X	X		X	X		X	X	X		X	X
SOUTH SUBURBAN	X		X	X	X		X	X			X	X
WAUBONSEE	X	X	X	X			X	X	X	X	X	X
CHICAGO	X		X	X	X	X	X	X	X	X	X	X
DUPAGE	X	X	X	X		X	X	X	X		X	X
HARPER	X	X	X	X	X		X			X		
JOLIET	X	X		X			X	X	X		X	
LAKE COUNTY	X			X	X		X	X	X	X	X	X
MORAINE VALLEY	X			X			X	X	X	X	X	X
OAKTON	X	X	X	X			X	X	X		X	X
TRITON	X	X	X	X	X				X		X	X
TOTALS	39	26	24	38	19	2	38	35	33	14	36	25

* Usually for select administrators only

SOURCE OF DATA: Salary Submission (C2)

Illinois Community College Board

Table 20

FISCAL YEAR 2000 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Administrative			9 Mos. Faculty			12 Mos. Faculty		
District	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	24	138,796	5,783	61	304,905	4,998			
SHAWNEE	8	21,690	2,711	39	102,163	2,620	1	2,048	2,048
SOUTHEASTERN	33	116,512	3,531	51	177,695	3,484	14	51,814	3,701
SPOON RIVER	14	112,004	8,000	37	256,364	6,929			
WOOD	5	47,756	9,551	48	198,614	4,138	4	13,367	3,342
DANVILLE	19	99,784	5,252	48	209,481	4,364	1	4,635	4,635
HIGHLAND	24	173,832	7,243	46	281,656	6,123			
KASKASKIA	42	274,549	6,537	57	500,300	8,777	8	58,890	7,361
KISHWAUKEE	14	54,672	3,905	65	224,756	3,458			
REND LAKE	27	120,979	4,481	55	210,318	3,824	5	20,228	4,046
SAUK VALLEY	18	117,328	6,518	47	237,708	5,058	1	3,992	3,992
ILLINOIS EASTERN	30	116,263	3,875	89	318,745	3,581	12	42,349	3,529
ILLINOIS VALLEY	20	253,914	12,696	75	411,910	5,492	6	38,129	6,355
KANKAKEE	65	265,698	4,088	57	240,080	4,212			
LAKE LAND*	18	143,291	7,961	101	778,327	7,706			
LEWIS & CLARK	44	163,009	3,705	81	279,037	3,445			
LOGAN	33	197,191	5,975	99	566,741	5,725			
MC HENRY	42	321,933	7,665	71	521,636	7,347			
BLACK HAWK	8	71,262	8,908	137	1,045,343	7,630	1	8,548	8,548
HEARTLAND	32	164,918	5,154	40	168,053	4,201	14	60,337	4,310
ILLINOIS CENTRAL	32	235,773	7,368	146	1,040,791	7,129			
LINCOLN LAND	55	185,323	3,370	118	537,291	4,553			
PARKLAND	37	272,307	7,360	152	1,114,734	7,334			
RICHLAND	21	123,154	5,864	64	321,204	5,019			
ROCK VALLEY	44	232,817	5,291	122	745,742	6,113	9	68,373	7,597
SOUTHWESTERN	27	124,134	4,598	118	506,693	4,294	2	9,096	4,548
ELGIN	48	322,703	6,723	110	1,182,728	10,752			
MORTON	15	97,327	6,488	54	350,316	6,487			
PRAIRIE STATE	43	327,074	7,606	81	398,705	4,922			
SOUTH SUBURBAN	29	229,060	7,899	118	748,916	6,347			
WAUBONSEE	25	163,337	6,533	69	330,542	4,790			
CHICAGO	110	1,360,755	12,370	532	6,583,569	12,375	56	692,611	12,368
DUPAGE	46	382,432	8,314	296	2,230,954	7,537			
HARPER	44	569,227	12,937	193	1,610,362	8,344			
JOLIET	62	663,251	10,698	158	1,739,952	11,012			
LAKE COUNTY	46	340,489	7,402	160	336,809	2,105			
MORAINE VALLEY	23	210,333	9,145	160	1,446,130	9,038			
OAKTON	29	309,955	10,688	133	1,019,864	7,668			
TRITON	27	164,674	6,099	119	570,565	4,795	6	23,266	3,878
TOTALS/AVERAGES	1,283	$9,289,506	$7,240	4,207	$29,849,700	$7,095	140	$1,097,683	$7,841

SOURCE OF DATA: Salary Submission (C2)

Table 20
(Continued)
FISCAL YEAR 2000 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
District	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	4	20,145	5,036	58	260,988	4,500	50	209,955	4,199
SHAWNEE		0		19	46,138	2,428	39	70,776	1,815
SOUTHEASTERN	1	6,453	6,453	22	90,234	4,102	37	117,749	3,182
SPOON RIVER	1	9,582	9,582	29	188,247	6,491	30	209,756	6,992
WOOD				58	283,099	4,881	55	211,685	3,849
DANVILLE	2	9,076	4,538	35	164,640	4,704	94	430,753	4,582
HIGHLAND				29	138,839	4,788	59	284,135	4,816
KASKASKIA							79	448,814	5,681
KISHWAUKEE	12	40,844	3,404	43	155,281	3,611	51	150,891	2,959
REND LAKE				82	318,489	3,884	61	229,478	3,762
SAUK VALLEY	3	12,949	4,316	23	131,559	5,720	47	222,596	4,736
ILLINOIS EASTERN	2	5,790	2,895	90	300,797	3,342	74	252,931	3,418
ILLINOIS VALLEY				54	263,564	4,881	70	344,287	4,918
KANKAKEE				48	192,409	4,009	66	262,531	3,978
LAKE LAND	17	135,257	7,956	53	390,812	7,374	84	614,046	7,310
LEWIS & CLARK				55	194,039	3,528	76	253,378	3,334
LOGAN				77	356,555	4,631	92	417,128	4,534
MC HENRY	6	47,434	7,906	64	400,011	6,250	70	427,845	6,112
BLACK HAWK	6	32,820	5,470	4	23,477	5,869	225	1,600,716	7,114
HEARTLAND				31	124,250	4,008	36	114,627	3,184
ILLINOIS CENTRAL	3	15,460	5,153	5	36,884	7,377	255	1,718,717	6,740
LINCOLN LAND	2	9,274	4,637	96	288,082	3,001	129	365,186	2,831
PARKLAND	14	87,800	6,271	114	705,563	6,189	96	528,329	5,503
RICHLAND				44	200,216	4,550	69	275,298	3,990
ROCK VALLEY	2	10,486	5,243	60	298,776	4,980	160	858,407	5,365
SOUTHWESTERN	4	9,317	2,329	81	255,998	3,160	138	464,703	3,367
ELGIN	9	53,807	5,979	87	557,852	6,412	109	715,076	6,560
MORTON							105	687,420	6,547
PRAIRIE STATE	3	11,259	3,753				128	470,420	3,675
SOUTH SUBURBAN	14	89,534	6,395	114	678,965	5,956	102	710,297	6,964
WAUBONSEE	4	25,179	6,295				123	802,576	6,525
CHICAGO	43	532,633	12,387	282	3,489,405	12,374	498	6,161,980	12,373
DUPAGE	32	212,324	6,635				452	3,311,019	7,325
HARPER	19	134,367	7,072	166	1,203,570	7,250	245	1,587,324	6,479
JOLIET				82	826,660	10,081	132	1,365,349	10,344
LAKE COUNTY	17	35,705	2,100	4	24,998	6,250	228	1,279,954	5,614
MORAINE VALLEY	19	168,871	8,888	88	815,783	9,270	172	1,537,494	8,939
OAKTON	19	102,024	5,370				274	1,491,471	5,443
TRITON	11	41,673	3,788	70	292,039	4,172	218	881,296	4,043
TOTALS/AVERAGES	269	$1,860,063	$6,915	2,167	$13,698,219	$6,321	5,028	$32,086,393	$6,382

SOURCE OF DATA: Salary Submission (C2)

Section X

FISCAL YEAR 2001
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 2001 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

SUMMARY OF FISCAL YEAR 2001 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	2.4%	8.8%	5.2%
Faculty (9 and 12 Months)	2.2%	8.5%	4.8%
Other (Nonteaching) Professional (9 and 12 Months)	3.0%	10.2%	5.1%
Classified	3.0%	9.2%	5.2%

*Weighted

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Table 22

FISCAL YEAR 2001 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative	Teaching Faculty	Other Professional	Classified
SANDBURG	4.7 %	4.4 %	4.8 %	4.7 %
SHAWNEE	5.2	5.2	5.2	5.2
SOUTHEASTERN	7.0	5.4	4.9	6.0
SPOON RIVER	5.7	4.0	4.2	3.9
WOOD	4.0	N/A	4.0	4.0
DANVILLE	5.4	4.9	N/A	4.8
HIGHLAND	6.8	5.6	5.3	5.6
KASKASKIA	7.0	4.2	5.7	5.2
KISHWAUKEE	5.0	5.0	5.7	5.0
REND LAKE	7.3	5.8	8.1	5.3
SAUK VALLEY	4.7	4.6	4.9	4.8
ILLINOIS EASTERN	6.5	5.5	8.3	6.9
ILLINOIS VALLEY	4.2	4.0	N/A	4.0
KANKAKEE	8.4	7.1	7.3	8.3
LAKE LAND	5.3	5.1	5.3	5.0
LEWIS & CLARK	6.5	4.5	10.2	8.4
LOGAN	5.0	5.5	6.0	8.3
MC HENRY	3.0	3.5	3.0	3.0
BLACK HAWK	4.4	6.7	7.7	5.9
HEARTLAND	5.0	5.0	5.0	5.0
ILLINOIS CENTRAL	4.3	4.5	4.2	4.1
LINCOLN LAND	4.3	5.9	4.3	4.3
PARKLAND	5.0	4.1	4.8	4.9
RICHLAND	3.5	4.0	3.5	3.5
ROCK VALLEY	4.4	4.8	4.7	4.6
SOUTHWESTERN	4.0	4.0	4.0	4.0
ELGIN	6.6	6.0	6.6	9.2
MORTON	2.4	4.5	N/A	4.5
PRAIRIE STATE	5.5	5.9	5.6	4.3
SOUTH SUBURBAN	5.9	5.5	5.9	5.4
WAUBONSEE	8.8	8.5	6.0	8.7
CHICAGO	4.0	2.2	4.0	4.0
DUPAGE	5.5	7.2	6.5	4.9
HARPER	4.6	4.6	4.6	4.6
JOLIET	4.0	4.0	4.0	4.0
LAKE COUNTY	4.0	4.0	4.0	4.4
MORAINE VALLEY	5.0	5.0	5.0	5.0
OAKTON	5.6	4.2	4.2	4.5
TRITON	7.1	6.9	7.9	4.3
TOTALS/AVERAGES	5.2 %	4.8 %	5.1 %	5.2 %

N/A = Not Applicable
SOURCE OF DATA: Faculty/Staff/Salary Submission (C2)

Section XI

FISCAL YEAR 2000 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 2000 and the average total salaries paid to full-time faculty in fiscal year 2000. The fiscal year 2000 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1999 to June 30, 2000.

The state weighted average total fiscal year salary paid to faculty in fiscal year 2000 for those districts reporting data is $8,264 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 2000. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 2000 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 2000 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 2000 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 2000 Full-Time Average Faculty Contractual Base Salary	FY 2000 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
SANDBURG	42,234	48,254	6,020	14.3
SHAWNEE	41,252	44,443	3,192	7.7
SOUTHEASTERN	41,540	48,698	7,158	17.2
SPOON RIVER	39,352	47,547	8,195	20.8
WOOD	36,496	39,935	3,438	9.4
DANVILLE	38,613	45,074	6,461	16.7
HIGHLAND	50,863	52,691	1,828	3.6
KASKASKIA	45,252	56,672	11,420	25.2
KISHWAUKEE	42,109	47,543	5,434	12.9
REND LAKE	43,856	49,493	5,637	12.9
SAUK VALLEY	41,617	47,272	5,655	13.6
ILLINOIS EASTERN	40,000	53,379	13,379	33.4
ILLINOIS VALLEY	44,447	47,604	3,157	7.1
KANKAKEE	50,341	61,248	10,907	21.7
LAKE LAND	39,990	50,468	10,477	26.2
LEWIS & CLARK	49,852	54,262	4,410	8.8
LOGAN	48,058	54,717	6,659	13.9
MC HENRY	53,295	60,427	7,132	13.4
BLACK HAWK	50,491	56,982	6,491	12.9
HEARTLAND	41,304	44,081	2,777	6.7
ILLINOIS CENTRAL	43,423	54,042	10,619	24.5
LINCOLN LAND	56,455	63,355	6,900	12.2
PARKLAND	50,401	55,266	4,865	9.7
RICHLAND	43,136	51,189	8,053	18.7
ROCK VALLEY	49,611	56,135	6,524	13.2
SOUTHWESTERN	46,977	67,514	20,537	43.7
ELGIN	67,282	80,503	13,221	19.7
MORTON	52,541	59,737	7,196	13.7
PRAIRIE STATE	53,180	59,133	5,953	11.2
SOUTH SUBURBAN	55,237	67,706	12,469	22.6
WAUBONSEE	49,994	48,358	-1,636	-3.3
CHICAGO	61,819	58,983	-2,836	-4.6
DUPAGE	63,687	80,476	16,789	26.4
HARPER	59,826	73,405	13,579	22.7
JOLIET	56,728	64,748	8,020	14.1
LAKE COUNTY	72,805	84,863	12,058	16.6
MORAINE VALLEY	53,429	73,358	19,929	37.3
OAKTON	66,763	86,935	20,172	30.2
TRITON	57,340	70,437	13,097	22.8
WEIGHTED AVERAGES	53,616	62,281	8,665	16.2

SOURCE OF DATA: Faculty/Staff/Salary Submission (C1)

Illinois Community College Board

Table 24

FISCAL YEAR 2000 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
SANDBURG	58,794	31,031	20,092
SHAWNEE	53,578	33,427	20,627
SOUTHEASTERN	42,085	31,363	20,913
SPOON RIVER	42,247	31,052	18,757
WOOD	50,544	29,819	21,583
DANVILLE	42,608	27,465	20,766
HIGHLAND	51,704	30,759	22,559
KASKASKIA	38,298	40,874	26,388
KISHWAUKEE	65,951	32,667	22,442
REND LAKE	54,566	27,474	21,979
SAUK VALLEY	68,064	37,283	21,962
ILLINOIS EASTERN	56,002	30,541	22,499
ILLINOIS VALLEY	52,822	32,248	21,832
KANKAKEE	48,379	28,804	22,779
LAKE LAND	59,266	38,752	24,363
LEWIS & CLARK	53,149	30,488	22,350
LOGAN	56,177	34,289	22,516
MCHENRY	62,233	35,924	23,479
BLACK HAWK	74,991	40,375	22,350
HEARTLAND	60,863	27,236	19,723
ILLINOIS CENTRAL	68,307	35,217	24,682
LINCOLN LAND	57,454	31,581	26,100
PARKLAND	66,018	35,126	27,360
RICHLAND	56,024	29,296	22,981
ROCK VALLEY	56,930	41,722	24,272
SOUTHWESTERN	65,364	40,810	25,156
ELGIN	61,518	48,957	30,016
MORTON	77,740	39,130	26,835
PRAIRIE STATE	54,066	36,043	26,832
SOUTH SUBURBAN	65,204	42,986	23,996
WAUBONSEE	71,801	34,787	27,283
CHICAGO	65,752	39,628	25,810
DUPAGE	92,278	54,103	32,274
HARPER	88,603	41,883	32,827
JOLIET	47,222	36,936	32,981
LAKE COUNTY	82,381	47,273	29,694
MORAINE VALLEY	75,460	40,754	24,092
OAKTON	97,144	53,605	31,803
TRITON	70,757	44,853	29,250
WEIGHTED AVERAGE	61,635	39,494	26,108

SOURCE OF DATA: Salary Submission (C1)

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1997 TO 2001

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Table 25

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS IN ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEARS 1997 TO 2001*

	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
Faculty (9 Month)	$50,095	$51,812	$53,417	$53,974	$54,541
Faculty (12 Month)	$36,433	$40,128	$42,180	$42,504	$44,234
Administrators (12 Month)	$57,951	$59,569	$61,563	$63,327	$64,155
Other Professionals (9 Month)	$44,432	$46,304	$50,400	$51,601	$53,296
Other Professionals (12 Month)	$34,047	$35,414	$35,943	$37,637	$38,756

*Due principally to extensive negotiations, not all colleges submitted salary data for every year reported in this table.

SOURCE OF DATA: ICCB Salary Reports